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AGRICULTURAL LIBRARIES INFORMATION NOTES

MANAGEMENT BY OBJECTIVES AT THE NATIONAL AGRICULTURAL LIBRARY

Gerald J. Sophar
Executive Officer, NAL

Good management is concerned with planning and preparation for the future, not with current survival. Survival at any point in time, including periods of emergency, depends upon how well the future has been planned. Management by Objectives (MBO) is a management system that looks to the future. It recognizes that organizations, like people, must anticipate the need to respond to social and technological change or break.

Many conventional management systems are based on control, direction, and measurement alone, as if the only way to attain program goals is over a single route. The organization and its personnel are unable to respond to challenge because of the rigidity of the system. Objectives are replaced by sets of functions, many of which may well have outlived their effectiveness and in some cases may not even be relevant to the mission and goals of the organization.

Libraries, like other institutions in our society, are perpetrators as well as victims of this general malaise. The National Agricultural Library (NAL) is no exception.

In order to correct this situation, NAL has become fully committed to the management by objectives concept. This does not mean a discarding of other management tools and techniques, something that is harder to do in a federal institution than in any other. Instead, it is anticipated that the focus of our planning efforts and operations will shift from "how we do what we do" to "why we do what we do". What are our goals and supporting objectives?

MBO is not an isolated effort of the NAL in the Department of Agriculture. At the beginning of this calendar year, Secretary Earl L. Butz initiated an MBO program throughout the Department. A few objectives of each agency have been selected by the Secretary for monitoring by his immediate staff because of their significance and impact on the missions and programs of the Department. Some of NAL's "High Priority Item Objectives", as they are called, will be discussed later.

Dr. Richard A. Farley, Director, initiated NAL's MBO program with two letters to his managers on December 23, 1975 and February 20, 1976. Quotations from each of these letters, respectively, seem appropriate:

"... the Department has been developing and gradually implementing an integrated planning, budgeting and management information system. One part of this is a Management by Objectives system. I am satisfied that it is not only workable, but that it will prove to be an excellent management tool.

"It should help all of us to better understand where we are going and to measure our progress. It will also provide me with the information and data I need for future budgets."

and

"... our (high priority items) objectives statements were completed and submitted to Assistant Secretary Long and the Office of Management and Finance on January 15 as required."

"Another part of the program, possibly of greater significance and value to us, is the concurrent development of an internal agency objectives program. This program has to be introduced gradually or it will fall of its own weight. It would be pointless to try to overload our resources. Nonetheless, we can try to focus better on the things we are doing and reach for known goals by establishing a limited number of objectives -- one or two -- for each of the discrete units of the Library."

The MBO concept has been around for more than two decades, at least since Peter Drucker (1) identified and named it in 1954. Like most new concepts, the idea has taken a long time to gain wide-spread acceptance. During the past half decade many businesses, institutions, and governmental bodies have introduced MBO programs as a reasonable and understandable way for managers to improve their effectiveness.

Management by Objectives is almost a self-defining term. It is deceptively simple and herein lies the danger. The concept and the key words used to write and talk about it within an organization must, at the very least, mean the same thing to the managers within the organization. This does not imply the need for rigidity in its application nor do the definitions and the application of the system have to be the same from organization to organization.

In order to assure consistency of understanding, presentation, and reporting, the Department hired a management consulting company, McManis Associates, Inc., to plan the Department-wide program. Certain clearly defined definitions have evolved because of the integration of the MBO system into the Planning, Budgeting and Management Information System for USDA (2). These definitions, applied at the NAL level, are:

Missions -- NAL missions represent the basic

reasons for the existence of NAL as an organization in the USDA, and characterizes the Library's role in solving USDA and national information problems.

Within each mission there will be a number of goals. Some are traditional and well established, others are still under review. When they are finally selected and established by Dr. Farley and the Secretary of Agriculture, they will be announced in *Agricultural Libraries Information Notes (ALIN)*. A goal is defined as --

Goal -- A concise statement of the Library's central strategy in addressing the problems represented by NAL's missions, expressed in terms of a desired state or process that operating programs are designed to achieve. A goal is normally expressed as a broad, general statement, is usually not quantifiable, and is timeless in that it usually has no specific date by which it is to be completed. Often, it would not be expected that a goal could ever be completely achieved. The goal is the principal statement from which objectives must be developed.

All of the objectives of an organization should relate to and support one or more of its goals. It would have been preferable to have them clearly established at the Library before starting on the MBO program. However, since they are matters of Departmental as well as Library policy, they must be negotiated between the Secretary of Agriculture, the Administrators of other agencies within the Department that make substantial use of the Library, and Dr. Farley. This process is now going on. Since it was necessary to start the Library's MBO program before these matters of high level policy could be settled, objectives were selected that either supported already well established goals or which could contribute to the evaluation of proposed new goals.

Objective -- A clear and specific statement of planned results to be achieved within a stated time period. The

results indicated in the statement of objectives are those which are designed to achieve the desired state or process represented by the NAL goal. An objective is measurable and implies precise time-phased steps to be taken and resources to be used which, together, represent the basis for defining and controlling the work to be done.

Since our readers are probably more interested in what our goals and objectives are, rather than the fact that NAL is now committed to an MBO program, a few selected objectives which seem to be of general interest have been listed below.

- o Develop specific criteria for determining the benefits of installing terminals at USDA field locations.
- o Review a selected number of USDA libraries not operated under the control of the NAL to determine whether organizational arrangements regarding NAL support of these libraries ought to be improved or changed to the mutual benefit of the field libraries and NAL.
- o Implement a selective review of publications prepared by USDA scientists to determine the number which are not being submitted to the Library. As a pilot, develop a procedure for ensuring that all Agricultural Research Service (ARS) — publications are submitted to the Library.
- o Establish operational procedures to ensure that new and expanding literature requirements in the areas of research and administration are included in the CAIN (Cataloging and Indexing) data base in order to meet high priority demands for bibliographic information and to identify future Departmental information needs.

MBO is a process of negotiation from top to bottom. All of the Library managers and key staff officers are now negotiating objectives of from 6 to 18 months duration with the Director's Executive Group.

Dr. Farley, in turn is negotiating goals with his peers in other agencies and the Secretary of Agriculture. We plan and hope to have an established working MBO system by June 30, 1976. As the system matures many NAL activities will be reported in ALIN within the context of the system in order to provide a more comprehensive understanding of our programs and progress.

- (1) Drucker, P. F. *The Practice of Management*. New York. Harper & Brothers, 121 (1954).
- (2) United States Department of Agriculture, Office of Management and Finance. *A Planning, Budgeting and Management Information System for USDA*, pp. 3-8 (July 1974).



CURRENT CONTENTS CONTRACT

The National Agricultural Library (NAL) has underwritten a contract with the Agricultural Research Service (ARS) U.S. Department of Agriculture, for a five-year subscription to the Current Contents series. The contract subscription begins Jan. 1, 1976 and ends December 1980.

USDA agencies may subscribe to this service by indicating Contract Number 12-14-0605 on their requisition and sending the request to:

NAL Project 39
National Agricultural Library
Beltsville, Maryland 20705

For further details contact:

Julia S. Merrill, NAL
(301) 344-3834

ASIN APPOINTMENT

Dean D. J. Matthews, Utah State University, has been appointed chairman of the Agricultural Sciences Information Network.

DIRECTOR'S COLUMN

The lead article in this issue of *ALIN* reviews the work we are doing at NAL in management by objectives. When I was a land-grant university librarian my first reaction to this kind of thing at the Federal level was to comment, "I wish they would spend more time trying to locate those interlibrary loans I need." Now that I am sitting in this chair my perspective has changed. No, I don't believe that the bureaucracy has engulfed me or even won me over, but I do see the necessity for long-range planning in this kind of library enterprise. The tendency to manage by crisis is always with us, but I am convinced that some of these crises can be tempered or avoided if we take the time to stand off and look at what we are doing. This is an election year and a hold-the-line budget year. Those of us who are close to it here in Washington, see it as a shift in policy from a steady expansion to a levelling off. We are learning to live with personnel ceilings, cost-benefit controls and a vigorous reexamination of what we are doing. Management by objective is a key element in this self-examination.

I look at the statistics from our Lending Division and see business has increased by 30 to 40 percent this year. In the private sector this would call for the addition of some additional hands. That solution is not available to us. We must readjust within our organization and determine that we cannot be all things to all people. Every library with which I have been associated has always tried to do more than it was geared for. We draw heavily on the dedication of our librarians and information people. Any statistical summary that I have seen reveals that libraries do more than their share of stretching the tax dollar. But there is a limit to this dedication and stretching. Some of our service points at NAL have come to that fatal moment when overtime, crash programs, and cries for help warn us that we have stretched ourselves too thin. Identifying these critical points and then doing something about them is part of the task of management by objectives.

Those of you who are library administrators probably find this amusing. I know for a fact that many of you can top my cries of anguish.

After all, we still have a book budget and we are at least holding the line on personnel.

In setting our objectives we will spend a good amount of time on trying to determine what a national agricultural library should be doing for its several publics. Our modest efforts in the international sector must be weighed in reference to our resources. Our relationships with our field libraries must be explored to give them greater advantage from their association with us. And finally, we must study means for establishing a closer relationship with our primary users, the USDA scientists.

This then is what we are up to at NAL. We are not flying in the high altitudes of administrative theory. We are simply taking a practical look at what we are doing.

— Richard A. Farley

NEW AD HOC COMMITTEE

The Federal Library Committee has established an Ad Hoc Subcommittee on Bibliographic Control of Federal Agency Publications (BCAP), as a result of the Ad Hoc Committee on Extended Automation survey. Ruth Pyne, National Agricultural Library, was appointed Chairperson.

The purpose of BCAP is to determine which Federal libraries would cooperate in automating bibliographic control of Federal agency publications.

HAVE YOU READ?

Literature searching with the CAIN online bibliographic data base. Keith E. Roe, Vladimir Micuda, and Robert S. Seeds in *Bio Science* vol. 25, no. 12, December 1975 p. 796–7.

CAIN ONLINE TESTING AND ASSISTANCE AT COLORADO STATE UNIVERSITY

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Utilizing \$3,500 grant funds from the National Agricultural Library, Colorado State University Libraries provided online searches of the CAIN Data Base on a no-cost to the user recovery basis between 6 December, 1974 and 5 December, 1975. CAIN online accessing was the principal component of the study, and as such provided Colorado State University Libraries patrons with subject bibliographies which could often be compared with non-CAIN bibliographies already obtained on the same subject.

Accessing was made through Lockheed's CAIN Data Base which is file 10 of the Lockheed DIALOG Information Retrieval System. Direct dialing to the computer was selected since the cost for this is in both time and money was less than that of utilizing the Tymeshare network.

In order to obtain a controlled strata of users and subjects, the CAIN online service was made available only to Colorado State University's Department of Agronomy's students, faculty, and staff requesting information on agricultural environmental problems.

Searches were performed as soon as possible after the user requested them and an evaluation questionnaire designed to elicit and evaluate user reactions was attached to each off-line printout provided to the user. The 59 percent of these questionnaires which were later returned, provided the principal research instrument used in conducting the study.


The study was divided into two phases--the first running from 6 December, 1974 through the spring of 1975, and the second running from the fall of 1975 to 1 January, 1976. During these two phases 138 searches were made producing a total of 5,783 citations in a total of 4,191.23 minutes of connect time. In phase one 95 searches produced a total of 3,236 citations in 3,376.21 minutes of connect time; in phase two, 43 searches produced a total of 2,547 citations in 815.02 minutes of connect time. A total of 43 percent of the

evaluation questionnaires were returned in phase one, and 95 percent were returned in phase two. The 41 users who returned the questionnaire in phase one indicated that 30.9 percent of the citations received on their printout were highly relevant, 22.5 percent were peripherally relevant, and 43.4 percent were not relevant. As a contrast to this, the 41 users who returned the questionnaire in phase two indicated that 32.3 percent of the citations were highly relevant, 24.9 percent were peripherally relevant, and 34.9 percent were not relevant. The combined total indicates that the 82 users who returned the questionnaire found 31.9 percent of the citations highly relevant, 24.2 percent peripherally relevant, and 37.2 percent not relevant.

The evaluation questionnaire also asked the user to give an assessment of the usefulness of their search; 60.5 percent of those who returned their questionnaire in phase one said that CAIN had helped; 39.5 percent indicated it had not. On the other hand, 90 percent of the users in phase two found that CAIN had helped, and only 10 percent believed that it had not. This means that of the 82 users who returned evaluation forms, 75 percent found CAIN had helped supply their information needs.

The statistical data organized for this study raises the question as to why the users in phase two were so much more satisfied with the results of their CAIN search than the users in phase one. Although the interactive terminal operator's skill had improved considerably by the beginning of phase two, it appears that the primary reason for greater satisfaction with search results is due to the fact that users in phase two *were required* to be present during the processing of their search, while the users in phase one were not.

The original report of the study of CAIN online Testing and Assistance at Colorado State University contains sixty-two pages, and includes an evaluation of the recall capability of CAIN, as well as an evaluation of reference manuals which explain the use of DIALOG for terminal interaction with CAIN. Copies of this report are available upon request from the Project Director, Le Moyne W. Anderson, Colorado State University Libraries, Fort Collins, Colorado.

The study produced statistical evidence for recommending that CAIN online accessing be made widely available as soon as feasible. It also recommended that the quality of this accessing be improved through 1) revising and upgrading the manuals which explain the use of DIALOG for terminal interaction with CAIN, 2) having new terminal operators receive at least a week's training in the mechanics of using interactive terminals, as well as in understanding the indexing and content of the CAIN Data Base, and 3) requiring the user to be present during the processing of his request. 

WORLD FOOD CONFERENCE


The World Food Conference of 1976, Iowa State University, Ames, Iowa, June 27 through July 1, 1976, is organized and sponsored by Iowa State University. The Conference purpose is to explore the role of the professional in feeding mankind. Stress is being placed on the interdisciplinary functions and attendees will reflect this intention. The 1,500 participants will form an international audience with special guests from overseas. The meeting will be broken into four sub-plenary sessions and these into workshops. Each workshop will provide for a multidisciplinary representation and interaction from the developing and developed countries of the world. The workshop members will explore ways and means to provide adequate food for all the world's people. The workshop members will examine this existing body of knowledge and will identify the need for more information in developing alternatives to meet world food needs. Such alternatives might include (a) increasing food production, (b) preventing waste and preserving surpluses, (c) changing food habits (e.g., use more food grains in human diets, use non-conventional foods, etc.), (d) planning population growth, or (e) altering or creating institutions.

The workshop members will discuss alternative ways of dealing with existing (recognized) constraints. Such constraints might include (a) available land, water, and energy, (b) institutional supports, (c) trained minds and skilled labor, (d) systems for selecting alternatives and assessing their consequences, or (e) culture and tradition.

Alternative ways of realizing potentials will be discussed. Such potentials might include (a)

applying existing knowledge, (b) generating the needed research base (c) developing and disseminating new technologies (nonconventional foods, intermediate technology), or (d) improving monitoring capabilities.

The workshop members will develop criteria for *selecting alternatives* and recommendations for dealing with constraints.

The Conference is being supported from a variety of sources including governments, regional cooperatives, and corporations. Iowa State University Library is preparing an extensive bibliography which will be available upon registration at the conference and geared to the plenary topics. The National Agricultural Library is assisting financially in the preparation of this bibliography. Online bibliographic service will be available at the Conference as a reference and research aid to the attendees, group chairpersons, or discussion leaders. A terminal will be located adjacent to the main meeting hall so that attendees may easily address their inquiries for bibliographic support as the conference proceeds. Service will be during the usual daylight hours of the Conference and all of the online bibliographic data bases readily available from the two primary commercial sources — Lockheed Information Systems and Systems Development Corporation — will be used, including the CAIN file of 750,000 records created by the National Agricultural Library. 

Persons interested in more information about the conference should contact Dr. Marvin Anderson, Executive Director of the Conference, at Iowa State University (515) 294-7699.

BACK ISSUES AVAILABLE

The American Society of Parasitologists, in recognition of its fiftieth anniversary, is offering society members and libraries a 50 percent discount on all back issues of the *Journal of Parasitology* for which it has an adequate inventory. This comprises approximately 95 percent of all issues from volume 1 number 1 through volume 61 number 5, and also the cumulative indexes for volume 26-45 and volume 46-55. The special offer applies only to direct prepaid orders received by June 30, 1976. For additional information and quotations on specific issues, write: American Society of Parasitologists, P.O. Box 368, Lawrence, KS 66044.

WORLD OF CAIN

Maydelle Stewart
Indexing Section, NAL

The American Bibliography of Agricultural Economics (AGECON), the data base of the American Agricultural Economic Documentation Center (AAEDC), has been added to the CAIN (Cataloging/Indexing) system of the National Agricultural Library. It is currently prepared under the direction of Isabel Jenkins of the U.S.


Department of Agriculture, Economic Research Service, Room 445, 500 12th St. S.W., Washington, D.C. 20024. It contains citations from the United States and Canadian literature from late 1970 to the present and is updated monthly. A retrospective AAEDC file of more than 4,588 records will be added to the CAIN tapes during the first quarter of 1976, as part of either the January or February monthly tape file update. The tape subscription price for CAIN will not change.

The citations include abstracts written by professional economists. The titles are enriched with keywords from a controlled vocabulary which are entered in the subject term field. Each item is placed in one of nine categories from 101000 to 109000, representing various agricultural economic subject areas. Category codes 101000, 102000, 103000 are also used by the National Agricultural Library with a slightly different subject scope.

When searching by economic categories it will be safest to use all categories beginning with 10. Secondary categories are not used in this data base. All items in AGECON are entered under the monograph document type code even though approximately 30 percent are journal articles.

When the item is a journal article, the journal title is entered in the imprint field. This may cause some surprises when articles turn up in a search limited to monographs, but it should not be a serious problem.

When limiting a search to this base, the filing location code AGE is used. For online searching with Systems Development Corporation, SDC use AGE (SF); with Lockheed Information Systems, use LO-AGE. If no NAL call number is available at the time the item is processed, the AGECON ID number is entered in the call number field. Be sure to include this number when requesting the item. AGECON will not appear in the


Bibliography of Agriculture since that publication does not select items from the CAIN tape by the monograph document type code. 

OBERLY AWARD

The Eunice Rockwood Oberly Memorial Prize, now more commonly referred to as the Oberly Award, honors American citizens whose bibliographic contributions to agricultural and related fields have been judged superior in the eyes of their colleagues. The award is made biennially in odd numbered years and consists of cash and a certificate.

The award recognizes Ms. Oberly who was born in 1878 and died unexpectedly on November 5, 1921. At the time of her death, she was librarian of the U. S. D. A. Bureau of Plant Industry. Library colleagues and scientists with whom she worked responded generously with cash contributions that would serve as "a permanent memorial which would not only perpetuate her memory but also help in carrying forward the work in which she was so deeply interested." Ms. Oberly made a number of contributions to bibliography, particularly in the field of phytopathology. These contributions to systematic bibliography began as early as 1914 and were continued until her death. One of these publications was *Bibliographical Contributions No. 1* of the Department of Agriculture Library.

It was decided at the outset that the memorial fund would be turned over to the American Library Association for purposes of administration, with the first prize to be awarded in 1925. In time, the Oberly Award became the responsibility of the Agriculture and Biological Science Section of the Association of College and Research Libraries (ACRL) of A L A which still administers it. ACRL administers no other awards for A L A.

A number of librarians have received the awards through the years, included among them are J. Richard Blanchard, Harald Ostvold, Olga Lendvay, Ann E. Kerker, and Henry T. Murphy. The next award will be presented in 1977 for the best bibliography produced in 1975/76. Librarians, scientists and others are encouraged to nominate authors and compilers. Nominations should be sent to David K. Oyler, Chairman, Oberly Awards Committee, Steenbock Memorial Library, University of Wisconsin, 550 Babcock Drive, Madison, Wisconsin 53706. 

**AWARDS TO BE PRESENTED
BY ASSOCIATES OF THE
NATIONAL AGRICULTURAL LIBRARY,
INC.**

Three special awards will be made to nominated outstanding recipients in the agricultural library community by the Associates of the National Agricultural Library, Inc. at their annual meeting in the summer of 1976.

The Associates will honor outstanding performance in three different categories. Those honored must be nominated for this special attention by their exceptional contributions to the improvement of the agricultural library system and its literature.

The three categories are: (1) **PROFESSIONAL ACHIEVEMENT AWARD** for any published contribution to library literature or meritorious accomplishment in the library science field.

Eligibility: Open to agricultural/biological librarians and to members of the Associates NAL, Inc.

(2) **CITATION OF SPECIAL RECOGNITION** for special achievement and/or service given to the National Agricultural Library, to other agricultural libraries, or significant achievements leading to the advancement of the library science field.


Eligibility: Open to concerned individuals and organizations in the agricultural field, NAL staff, and the Associates NAL, Inc.

(3) **DISTINGUISHED SERVICE AWARD** recognizes and encourages meritorious performance exceeding job requirements at the National Agricultural Library. *Eligibility:* Open to all members of the National Agricultural Library Staff.

All nominations should be mailed not later than May 31, 1976 to Ms. Barbara J. Williams, Box 1565, South Carolina State College, Orangeburg, South Carolina, 29115. Each nomination should include the following information: (1) Name of the award for which the

candidate is proposed; (2) a brief statement of the basis of the nomination and, where appropriate, a bibliography which supports the nomination.

The Award takes a form of a check for \$100.00, and a Certificate of Appreciation.

The Associates NAL, Inc. seek your participation and interest. 


FARMFEST '76

The Traverse des Sioux Library System has received a \$7,800 grant from the Governor's Rural Development Council, according to John Christenson, library coordinator.

The grant, one of 11 awarded by the council, will be used for a Farmfest Agricultural Resource Media Center (FARM-Center) exhibition at Farmfest '76 next September. FARM-Center has been developed in cooperation with the Southcentral Minnesota Inter-Library Exchange (SMILE), a cooperative organization of all academic, special, and regional libraries in the Region 9 area.

FARM-Center will include agricultural resources, such as books, pamphlets, magazines and a computer book information retrieval system. A printed list describing the resources will be distributed at Farmfest '76 and through libraries and agricultural extension agents. Libraries, publishers, or other media producers are invited to supply materials for the exhibition.

The grant will also pay for the development of a handbook on the best methods of obtaining agricultural information. Staff of the University of Minnesota-Waseca Learning Resource Center are to work on the handbook.

A three day course for rural librarians on agricultural information and resources to be developed with Mankato State University will also be funded by the grant. For further information call John D. Christenson (507) 387-6169. 

NEW BIBLIOGRAPHIES

Ruth Pyne
Reference Division

Agencies of the Department of Agriculture, including field installations, preparing bibliographies, clear them with the National Agricultural Library before work begins. Clearance is handled by the Chief, Reference Division. Information submitted includes title and/or subject, scope, dates to be covered, agency, compiler, date when work actually begins, and probable completion date. In this column we will bring to our readers' attention proposed bibliographic projects submitted for clearance within USDA and, where possible, indicate the status.

In order to increase the usefulness of this column, our readers are invited and encouraged to submit information on bibliographic projects in preparation. This information should be submitted to Ruth Pyne, Reference Division, Room 300, National Agricultural Library, Beltsville, Md. 20705.

Following is a list of bibliographic projects recently submitted:

1. *Studies of fishermen: an annotated bibliography.*
Thomas E. Dailey, USDA, Forest Service,
Wildlife Recreation Research, Seattle, WA.
108 p. Publication date: April/May 1976.
2. *The Sorghum midge: a bibliography 1898-1975.*
Compilers: B. R. Wiseman, W. W. McMillian, and
N. W. Widstrom, USDA, Agricultural Research
Service, Southern Grain Insects Research
Laboratory, Tifton, Ga. 19 p. (approx.)
Scheduled for publication late 1976.

NEW PUBLICATIONS OF NOTE

Crops and Man. Jack R. Harlan. Madison, WI.,
American Society of Agronomy and Crop
Science Society of America, 1975. 295 p.
First copy \$9.00. Available from the Society,
677 S. Segoe Road, Madison, WI. 53711.

*Directory of Federal Agency Education Data
Tapes (NCES 76-206).* Barbara Feller.
Washington, D.C., U. S. Dept. of Health,
Education, and Welfare, Education Division,
1976. 177 p.

The National Center for Education Statistics (NCES), in an effort to improve accessibility to education data, is participating in a consortium with Federal agencies interested in the collection and use of education statistics, as authorized by the Education Amendments of 1974 (Public Law 93-380). More than 30 Federal agencies participate in the Federal Interagency Consortium of Users of Education Statistics.

Consortium members agreed that the availability and accessibility of education data obtainable from Federal agencies were first priorities and cooperated in the compilation of a Directory of Federal Agency Education Data Tapes to identify and describe education data bases available on magnetic computer tape from agencies of the Federal Government. Information available in the directory describes tapes pertaining to elementary/secondary education, postsecondary education; demographic, vital, health, and welfare data; manpower supply and demand, libraries and media centers, and Federal outlays for education. Future areas for Consortium planning include user needs and priorities, standardization problems, and utilization of data for cross-agency analysis.

Single copies of the *Directory* of Federal Agency Education Data Tapes may be obtained by writing to Barbara Feller, Department of Health, Education, and Welfare, National Center for Education Statistics, Room 3061, 400 Maryland Avenue S.W., Washington, D.C. 20202. Multiple copies may be purchased from the Public Documents Section, Government Printing Office, Washington, D.C. 20402. \$3.00. This is a Federal depository library item.

Directory of Library Reprographic Services.
6th edition. Weston, CT., Microfilm Review.
\$9.95. Order from Microfilm Review,
P.O. Box 1297, Weston, CT. 06880.

*The Engineering of Abundance, an oral history
memoir of Roy Bainer.* Davis, Oral History
Program, University Library, University of
California, Davis 1975.

(Continued next page)

Price information available from: University of California, Regional Oral History Office, The Bancroft Library, Room 486, Berkeley, CA. 94720.

Fact Book of Agriculture. Washington, D.C., Office of Communication, USDA, 1976 (USDA Misc. Pub. No. 1063, Rev. March 1976) For sale by Supt. of Documents, U.S. Govt. Printing Office, Washington, D. C. 20402. \$1.90.

**Herbal Pharmacology in the People's Republic of China.* A Trip Report of the American Herbal Pharmacology Delegation submitted to the Committee on Scholarly Communication with the People's Republic of China; Commission on International Relations, National Research Council (National Academy of Sciences, 1975; 269 pp.; ISBN 0-309-02438-2; \$8.00).

Natural Products for Sri Lanka's Future. Report of a workshop held June 2-6, 1975, in Colombo, Sri Lanka; jointly sponsored by the National Science Council of Sri Lanka and the National Academy of Sciences of the United States of America (National Science Council of Sri Lanka, Colombo, 1975; 53 pp.; available from Board on Science and Technology for International Development, Commission on International Relations, National Research Council; supply limited).

**Nutrient Requirements of Beef Cattle.* Fifth Revised Edition, 1976 (Nutrient Requirements of Domestic Animals Number 4). Subcommittee on Beef Cattle Nutrition, Committee on Animal Nutrition; Board on Agriculture and Renewable Resources, National Research Council (National Academy of Sciences, 1976; 56 pp.; ISBN 0-309-02419-6; \$3.75).

Periodicals and Sources: a list of Federal Statistical Publications. Washington, D.C. Congressional Information Service, Inc. Free. Request from CIS, Dept. L, 7101 Wisconsin Ave., Washington, D.C. 20014. Lists 798 currently issued government periodicals containing statistics on a wide variety of subjects and 140 Federal agencies and offices which issue these periodicals. All titles on the checklist are regularly indexed

and abstracted in the CIS publication *American Statistics Index.*

**Pest Control: An Assessment of Present and Alternative Technologies.* Reports of the Study on Problems of Pest Control, Environmental Studies Board; Commission on Natural Resources, National Research Council (National Academy of Sciences, 1975; 5 volumes; ISBN 0-309-02409-9; \$26.00 per set). Volume I: *Contemporary Pest Control Practices and Prospects*, report of the Executive Committee (National Academy of Sciences, 1975; 506 pp.; ISBN 0-309-02410-5; \$11.75); Volume II: *Corn/Soybeans Pest Control*, report of the Corn/Soybeans Study Team (National Academy of Sciences, 1975; 169 pp.; ISBN 0-309-02411-0; \$5.50); Volume III: *Cotton Pest Control*, report of the Cotton Study Team (National Academy of Sciences, 1975; 139 pp.; ISBN 0-309-02412-9; \$5.00); Volume IV: *Forest Pest Control*, report of the Forest Study Team (National Academy of Sciences, 1975; 170 pp.; ISBN 0-309-02413-7; \$5.75); Volume V: *Pest Control and Public Health*, report of the Public Health Study Team (National Academy of Sciences, 1976; 282 pp.; ISBN 0-309-02414-5; \$8.00).

Rural Development Research & Education. vol. no. 1 — Winter, 1976 — Mississippi State, MS, Southern Rural Development Center. Reports research results and ideas to stimulate thinking and provide information for problem areas of rural development. More detailed information available from the Editor, Rural Development Research and Education, Southern Rural Development Center, Box 5406, Mississippi State, MS 39762.

The Southern Journal of Applied Forestry is a newly formed quarterly being published by the Society of American Foresters. The journal will provide a medium for communications among those concerned with forest land management in the South by disseminating the latest technical information and applied research results.

Volume 1 is scheduled for 1977. Manuscript

submissions and inquiries about the journal should be addressed to:

Harold E. Burkhart, Editor
Southern Journal of Applied Forestry
Department of Forestry and Forest Products
Virginia Polytechnic Institute and
State University
Blacksburg, VA. 24061.

Vertical Coordination of Beef in the South
(Southern Cooperative Series Bulletin 192, August 1975) a report of the Livestock Marketing Technical Committee, SM-41. Joint regional publication by the Agricultural Experiment Stations of Texas, Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Virginia, and West Virginia.

Free. Requests from outside of the cooperating states should go to the Dept. of Agricultural Communications, Texas A & M University, College Station, Texas 77843.

Women in Action; Federal Women's Program 1975. Washington, D.C., U.S. Department of Agriculture, 1976. Free. Order from Office of Communication, USDA, Washington, D.C. 20250.

**Documents marked with an asterisk (*) are available from the Printing & Publishing Office, National Academy of Sciences, 2101 Constitution Avenue N.W., Washington, D.C. 20418.*



AGRICULTURE DATEBOOK

May 2-6: *TWENTY-FIRST SEMINAR ON THE ACQUISITION OF LATIN AMERICAN LIBRARY MATERIALS*, Indiana U., Bloomington. \$15, SALALM members; \$25, nonmembers; students free; Latin Amer. & Carib. Lns. and scholars free. Annual reports and special wkshps. P. Collins, Exec. Sec., SALALM, U. Mass. 1 Amherst 01002.

May 5-6: *NATIONAL INFORMATION RETRIEVAL COLLOQUIUM, ANNUAL MTG.*, Benjamin Franklin Hotel, Philadelphia. C. Lee, Inst. for Scientific Info., 325 Chestnut St., Philadelphia 19106 (215-923-3300).

May 6-8: *MIDWEST ACADEMIC LIBRARIANS CONFERENCE*, Cedar Falls, U. of Northern Iowa Library, Contact: Douglas Hieber, Head of Circulation, U. of Northern Iowa, Cedar Falls 50613.

May 20-22: *AMERICAN SOCIETY FOR INFORMATION SCIENCE 5TH MID-YEAR MEETING*. Vanderbilt University, Nashville, Tennessee. Contact: James Cretsos, Merrell - National Laboratory, 110 East Amity Rd., Cincinnati, Ohio 45215.

May 31-June 5: *IFLA WORLDWIDE SEMINAR*. Seoul, Korea. Inf.: Dae Kwon Park, Conf. Secy., IFLA Local Organizing Committee, c/o Korean LA, 100-177, 1-KA, Hochyun-Dong, CPO Box 2041, Seoul, Korea.

June 6-9: *TENTH ANNUAL CONFERENCE OF REGIONAL COUNCILS*, Hollywood, Florida. Contact: National Association of Regional Councils, 1700 K St., Suite 1306, N.W. Washington, D.C. 20006.

June 6-10: *SPECIAL LA ANNUAL CONF.*, Brown Palace Hotel & Currihan Conv. Ctr., Denver. J. Maier, Natl. Oceanic & Atmospheric Adm., L. R51, Boulder 80302.

June 21-July 2: *WESTERN REGIONAL WORKSHOP ON INDIVIDUAL AND COMMUNITY DEVELOPMENT*, Santa Fe, New Mexico. Contact: Howard Tankersley, ES-USDA, Rm. 6414 So. Agri. Bg. 14th & Independence Ave., S.W., Washington, D.C. 20250.

June 21-July 2: *INSTITUTE ON THE LIBRARY AND THE POLITICAL PROCESS*-Federal, State, County, and Local Level. The Catholic University of America, Graduate Dept. of Library Science. Contact: Dr. John J. Gilheany, Director of Continuing Education, The Catholic

University of America Washington, D.C. 20064.

June 23-24: SYMPOSIUM ON INFORMATION DEMAND AND SUPPLY FOR THE 1980'S.

Washington, D.C. Contact: General Secretary ICSUAB, 17, Rue Mirabeau, 75016 - Paris, France.

June 27-July 1: WORLD FOOD CONFERENCE,

Ames, Iowa. Contact: William W. Marion, 102A Dairy Industry Bldg., Iowa State University, Ames, Ia., 50010

July 10, 30-31,

Aug. 13-14: SEMINAR ON PUBLIC RELATIONS FOR LIBRARY AND INFORMATION SERVICE.

The Catholic University of America, Graduate Department of Library Science. Contact: Dr. John J. Gilheany, Director of Continuing Education, The Catholic University of America, Washington, D.C. 20064.

July 11-16: FIRST INTERNATIONAL SYMPOSIUM ON FEED COMPOSITION, ANIMAL NUTRIENT REQUIREMENTS AND COMPUTERIZATION OF DIETS, Logan, Utah. Contact: Lorin E. Harris, Director, International Feedstuffs Institute, College of Agriculture UMC46, Utah State University, Logan, Utah, 84322.

July 13-16: LIBRARY MANAGEMENT SKILLS INSTITUTE, AIRLIE, VA. Contact: Association of Research Libraries, Office of University Library Management Studies, 1527 New Hampshire Ave., N.W. Washington, D.C. 20036.

July 18-24: AMERICAN LIBRARY ASSOCIATION ANNUAL CONFERENCE, Chicago, Ill.

August 2-6: COMMUNITY DEVELOPMENT SOCIETY ANNUAL MEETING, Boise, Idaho. Contact: Howard Tankersley, Extension Service, U.S. Department of Agriculture Rm. 6414 South Bldg., 14th & Independence Ave., S.W., Washington, D.C. 20250

August 9-12: SYMPOSIUM ON "RECLAMATION OF DRASTICALLY DISTURBED LANDS." Ohio Agricultural Research and Development Center, Wooster, Ohio. For more information, write to Dr. Paul Sutton, Ohio Agricultural Research and Development Center, Route 6, Caldwell, Ohio 43724 or to American Society of Agronomy, 677 Segoe Road, Madison, Wisc. 53711.

October 4-8: AMERICAN SOCIETY OF INFORMATION SCIENCES, 39th Annual Meeting, San Francisco Hilton, San Francisco, CA.

October 17-22: INTERNATIONAL ASSOCIATION OF WATER POLLUTION RESEARCH. 8th Conference, Box 2609, G.P.O. Sidney 2001 Australia.

EXHIBITS

William Coxe (pomologist, 1762-1831) was one of the foremost fruit growers in America who experimented with new varieties of fruits from home and abroad. In 1817 he published, *A View of the Cultivation of Fruit-trees* The manuscript for a second edition inclusive of text, and colored plates painted by Elizabeth Coxe McMurtrie and her sisters was never published. This unique treasure found its way to the National Agricultural Library where it is a part of the Library's Historic Manuscript Collection. It is considered by many specialists as the best illustrative evidence of fruit culture during the colonial, revolutionary period of the new American Nation.

Beginning April 4, 1976, the Coxe manuscript will be on display at the Hunt Institute for Botanical Documentation as part of a special Bicentennial exhibition, *American Cornucopia 19th Century Still Lives and Studies*.

AGRICULTURAL LIBRARIES INFORMATION NOTES is published monthly by the U. S. Department of Agriculture, National Agricultural Library, Beltsville, MD 20705. Leila Moran, Editor.

SUPPLEMENT: April 1976

PERIPATETIC STAFF

Harry Kemp visited Athens, Georgia to support online training activities at The Richard Russell Agricultural Research Center, ARS, March 24-25, 1976.

Joseph Swab attended a special Bicentennial exhibition (American Cornucopia 19th Century Still Lives and Studies), at the Hunt Insititute at Pittsburgh, Pennsylvania, April 4-6, 1976.

Harry Kemp visited the Southern Regional Lab at New Orleans, Louisiana, to support CAIN Online training and implementation, April 7-8, 1976.

Alan Fusonie attended the Appalachian Symposium at Boone, North Carolina, April 6-9, 1976.

Kevin Keaney attended the Rutgers Library Symposium at New Brunswick, New Jersey, April 9, 1976.

35 of the NAL staff attended the ASIS Bicentennial Conference, "America in the Information Age", in Washington, D.C., April 12-14, 1976.

Tatiana Tontarski and Jesse Ostroff attended the Data Base Seminar, at Washington, D.C., April 14-16, 1976.

Gerald Sophar visited the Institute of Scientific Information in Philadelphia, Pennsylvania, April 19-20, 1976.

PERSONNEL ACTIONS

<u>APPOINTMENTS</u>	<u>Position</u>	<u>Section</u>	<u>Eff. Date</u>	<u>Grade</u>
Rose Shorter	Stu. Aid	FNIC	3/14/76	-
Kathleen McMahon	Tech. Inf. Speclst.	Ref. (Temp. Appt.)	4/11/76	GS-7

DISABILITY

RETIREMENT

Virginia Peaks	Compr. Progrmr.	CA	3/13/76	GS-5
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PERMANENT

PROMOTION

Ronald Walton	Compr. Sys. Offcer	CA	3/28/76	GS-14
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RESIGNATIONS

Cynthia Johnson	Stu. Aid	Ref.	3/22/76	-
William Wilson	Stu. Aid	Util.	4/9/76	-

PERSONNEL ACTIONS (Cont.)

<u>REASSIGNMENTS</u>	<u>Position</u>	<u>Section</u>	<u>Eff. Date</u>	<u>Grade</u>
Thomas Jones	Lib. Techncn.	Util. to Main.	4/11/76	GS-4
Jesse Brown Jr.	Lib. Techncn.	Util. to Ref.	4/11/76	GS-4
Julia Merrill	Librn.	Lend to Dep. Dir.		
		Lib. Serv.	3/28/76	GS-12
Dean Gamble	Techncl. Info. Offcr.	Dep. Dir. Lib.		
		Serv. to Off.		
		Dir.	4/11/76	GS-14

DETAILS

Dean Gamble	Techncl. Info. Offcr.	Off. Dir. to Dep. Dir. Lib. Serv.	4/11/76	GS-14
Kevin Keaney	Admin. Librn.	Lend to Dep. Dir. Lib. Serv.	3/9/76	GS-13
Spurgeon Terry	Amin. Librn.	Ref. to Off. Dir.	3/9/76	GS-13